

*Project - Review of Alien Employment System*

24 February 1977

MEMORANDUM FOR: Deputy Director of Personnel  
THROUGH: Chief, Contract Personnel Division  
SUBJECT: FBIS Alien Employee - Grievance and Appeal Procedures

PROBLEM:

FBIS appointed alien employees, as identified in [redacted] are experiencing a de facto denial to Agency grievance and appeal channels. Their access to Agency appeal procedures is currently precluded through the imposition of an ostensible unrelated employment relationship with the Foreign Broadcast Information Service.

DISCUSSION:

If deemed necessary, a specially convened task force would examine the propriety of this denial of rights and recommend necessary changes in the alien appointment system. This review would examine the Agency problem areas, including affiliation, identification and administrative responsibility and procedures as they relate to instituting proper grievance and appeal channels for alien appointed employees.

PROPOSALS:

Subject to DDA approval and funding a specially convened task force of not more than four employees or re-employed annuitants would be permitted to study the FBIS alien employment system for a period of 90 calendar days. This task force would report directly to the DDA with a recommendation for resolving the immediate problem of providing a satisfactory grievance procedure and appeal channel for appointed alien employees. The task force could recommend additional changes and request approval for an extended period of study if further review of the alien appointment system warranted by additional areas of concern to the Agency. A representative mix of experienced employees or ex-employees of FBIS, OGC, OP and MG Career Service would provide a balanced approach to the problem area.

FOR THE DIRECTOR, FBIS:  
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Approved For Release 2006/02/27 : CIA-RDP83-00714R000100240003-8

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